

Headquarters U.S. Air Force

Integrity - Service - Excellence

National Security Personnel System Town Hall Meeting



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MAJ GEN JOHN SPEIGEL
Director, Personnel Policy
HQ USAF/DPP



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Why We're Here Today

- **Series of Town Hall Meetings - DoD wide**
 - **AF plans to visit every base between now and end of 2004**
- **Town Hall meetings provide ...**
 - **An opportunity to meet with you**
 - **Recap events that led to where we are today**
 - **Give you information on the "Way Ahead"**
 - **Hear your questions and concerns**
- **Leadership committed to NSPS design process**
....
openness and transparency



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NSPS Background

- **NSPS became law as part of FY 04 National Defense Authorization Act**
 - **SecDef and Director, OPM, authorized to establish DoD HR system, labor relations and appeals & grievance process**
 - **To be developed in partnership with OPM, stakeholder involvement, and with Union consultation**
- **NSPS Program Executive Office established - April 04**



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Why NSPS?

- **Current system inadequate to manage DoD civilian personnel in 21st century**
 - **Hiring process too slow; recruiting adversely affected**
 - **Outstanding performers paid same as poor performers**
 - **Limited flexibility to reassign**
 - **Limited accountability**
- **NSPS will bring about essential change while preserving core and enduring values of civil service**



NSPS Doesn't Change

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- **Merit system principles**
- **Veterans' preference**
- **Anti-discrimination laws**
- **Rules against prohibited personnel practices**
- **Leave and attendance; travel and subsistence**
- **Pay for political executives, firefighters**
- **Employee training**
- **Health insurance and retirement benefits**
- **Safety and drug abuse programs**



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NSPS Big Picture

■ **Provisions Implemented**

- **VERA/VSIP Authority**
- **Reemployed Annuitants**
- **Highly Qualified Experts**

■ **In Planning Stage**

- **SES Performance System**

■ **Under Study**

- **Pay Banding (GS/WG)**
- **Staffing (Internal/External)**
- **Reduction-In-Force**
- **Pay for Performance**
- **Labor Relations**
- **Employee Appeals**



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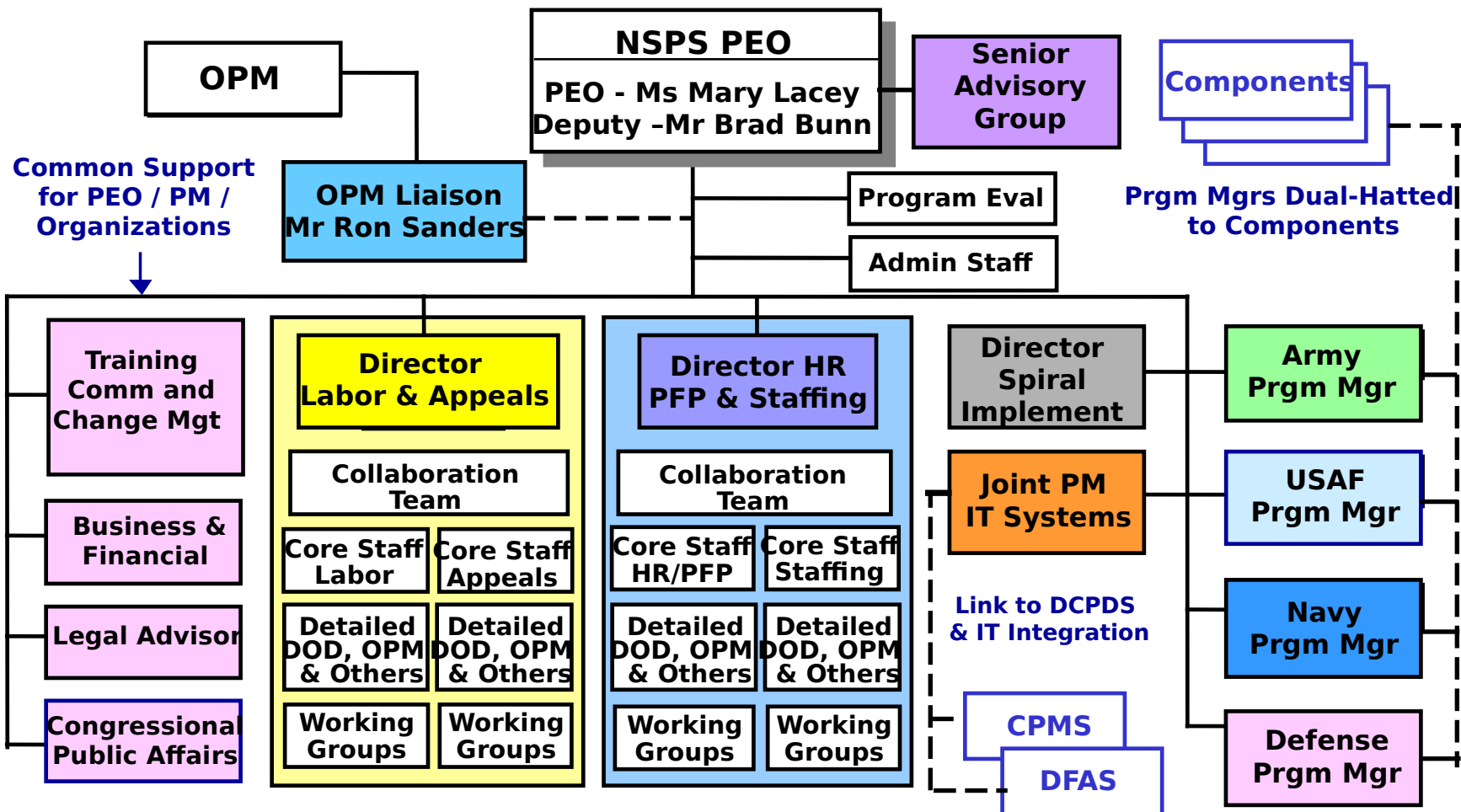
NSPS Guiding Principles

- **Put mission first - support National Security goals and objectives**
- **Respect the individual; protect rights guaranteed by law**
- **Value talent, performance, leadership and commitment to public service**
- **Be flexible, understandable, credible, responsive, executable**
- **Ensure accountability at all levels**
- **Balance HR interoperability with unique mission requirements**
- **Be competitive and cost effective**



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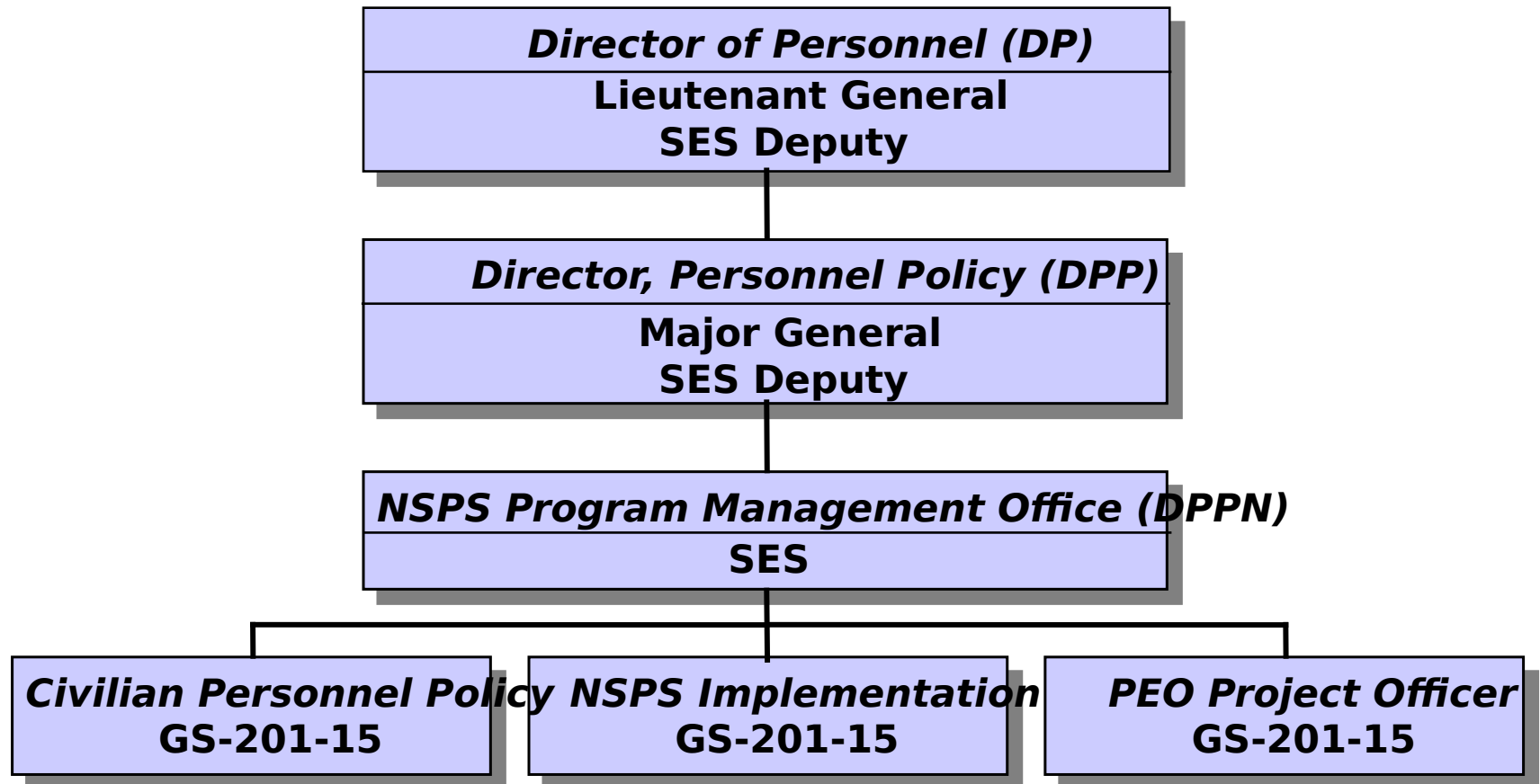
PEO Organization





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Air Force NSPS Program Management Office

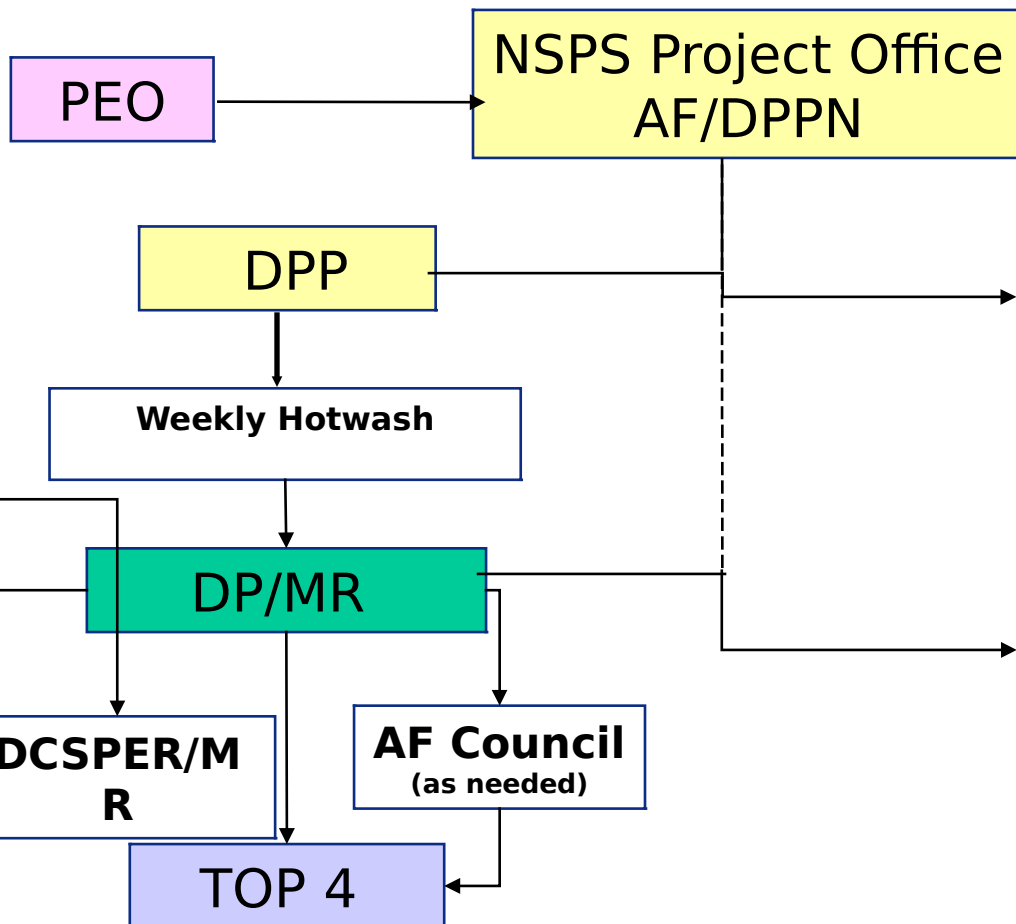




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AF NSPS Governance Model

Decisions



Communication

- NSPS Web Site
- Weekly MAJCOM/Functional Video Teleconference
- Weekly DP/MR Meetings
- Focus Groups
- Public Affairs Communication F
- Executive Resource Board Development Panel
- Career Program Policy Councils
- Super Council
- Force Development Council
- MAJCOM Visits
- Base Site Visits



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Current Status - Labor Relations

- **Joint sessions with union leaders & management**
 - **7 & 29 Jun, 25 & 26 Aug, and 10 Sep 04**
 - **Co-Chairs**
 - **Mr. Charles Abell, OSD**
 - **Mr. George Nesterchuk, OPM**
 - **Senior mediator with Federal Mediation and Conciliation Service facilitated session**
- **Purpose -- to obtain union input into NSPS design**
- **Unions considered key stakeholder group**
- **Labor discussions will continue**



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Current Status - Focus Groups

- **Separate Focus Group sessions held -- 20-21 Jul 04**
 - **Employees**
 - **Civilian & Military Supervisors/managers**
 - **HR, Legal, and EEO Staff**
- **Six AF Focus Group locations**
 - **Wright-Patterson AFB Tinker AFB**
 - **Peterson AFB Offutt AFB**
 - **Randolph AFB Scott AFB**
- **Common framework, facilitators, random selection**
- **Input provided to NSPS Working Groups to craft labor, appeals, and HR design elements**



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Current Status - Working Groups

- **Six Working Groups Convened 26 Jul in Washington, DC., and finished up on 17 Sep 04.**
- **The Groups reviewed:**
 - **Compensation**
 - **Performance Management**
 - **Workforce Hiring, Assignment, Pay, and Shaping**
 - **Employee Engagement**
 - **Appeals**
 - **Labor Relations**
- **Inputs from variety of sources**
 - **Town hall meetings**
 - **Focus groups**
 - **Union leadership meetings**
 - **Alternative personnel systems & demos**
 - **NSPS statute and earlier studies**
- **Inputs will form basis for proposed NSPS regulations**



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Communications - AF Website

- **Central source of information about NSPS**
- **Provides reliable, continuing source of information as NSPS progresses**
- **Visit AF site often, stay involved and interested and informed**
 - **Register for update e-mails**
 - **Link to DoD “Contact Us” feature -- allows you to provide direct comments**

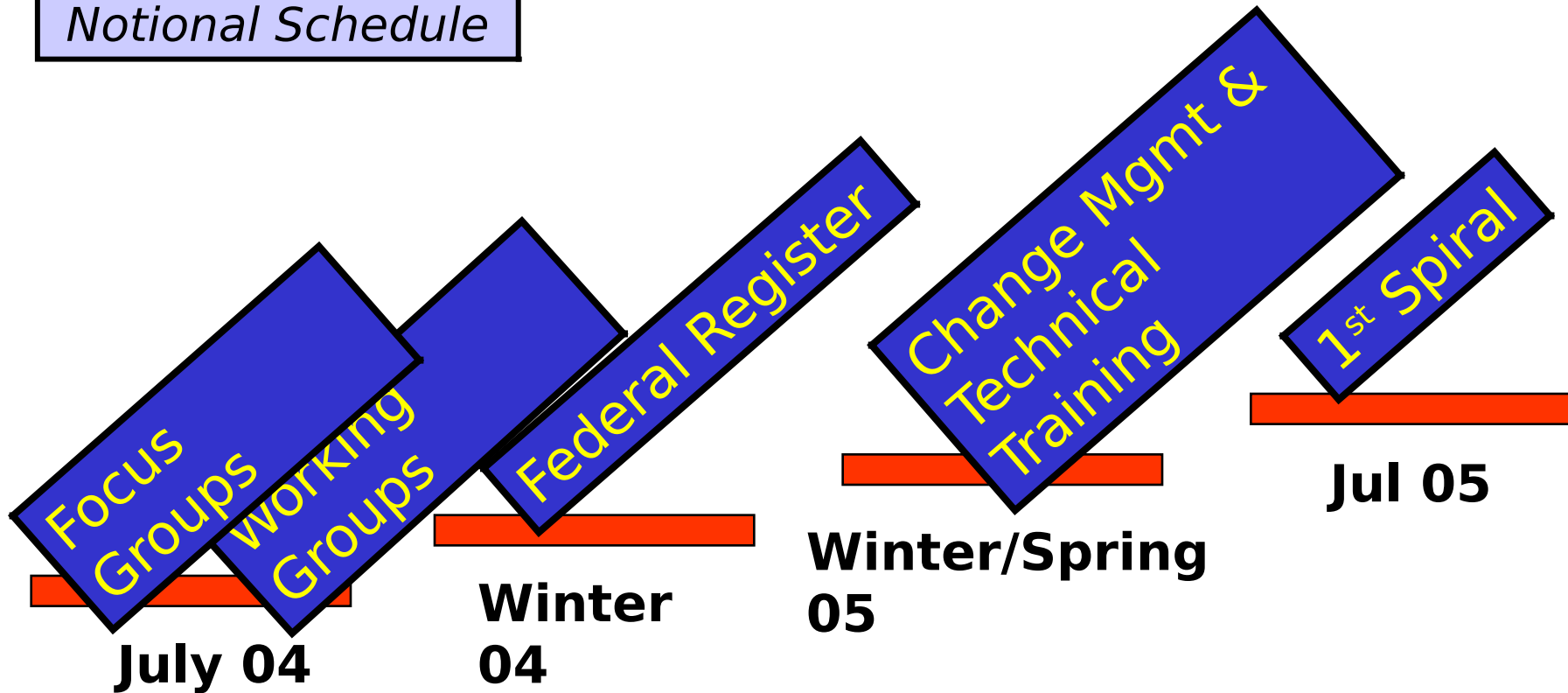
www.dp.hq.af.mil/dpp/dppn/nsps



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The Way Ahead

Notional Schedule



Key: Implementation will be event, not timeline driven



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Conclusion

- **Open, collaborative NSPS design process underway**
- **In full support of National security goals and objectives**
- **Provides historic opportunity ... presents significant challenges**
- **We need your inputs and full involvement**



***What's
on your
mind?***

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BACK UP SLIDES



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Civil Service Merit Principles

- **Recruit qualified individuals from all segments of society; select and advance employees on the basis of merit after fair and open competition.**
- **Treat employees and applicants fairly and equitably without regard to political affiliation, race, color, religion, national origin, sex, marital status, age, or handicapping condition. Do not violate their privacy or constitutional rights.**
- **Provide equal pay for substantially equal work; reward excellent performance.**
- **Maintain high standards of integrity, conduct, and concern for the public interest.**
- **Use the workforce effectively and efficiently.**
- **Retain employees on the basis of his/her performance. Separate employees who cannot/do not improve their performance to meet required standards.**
- **Educate and train employees when it will result in better organizational or individual performance.**
- **Protect employees from arbitrary action, improper political influence, and personal favoritism.**
- **Protect employees against reprisal for lawful disclosures of information in “whistleblower” situations like when the employee reasonably believes there is illegal activity, gross waste of funds, abuse of authority, substantial danger to public health or safety.**



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Civil Service Prohibited Personnel Practices

- **Don't DISCRIMINATE** on the basis of race, color, religion, sex, national origin, age, handicapping condition, marital status, or political affiliation.
- **Don't SOLICIT OR CONSIDER** employment recommendations based on factors other than personal knowledge or records of job-related abilities or characteristics.
- **Don't COERCE** the political activity of any person.
- **Don't DECEIVE OR WILLFULLY OBSTRUCT** any person's right to compete for employment.
- **Don't INFLUENCE** any person to withdraw from competition for any position in order to improve or injure the employment prospects of any other person.
- **Don't GIVE UNAUTHORIZED PREFERENCE OR ADVANTAGE** to any person to improve or injure the employment prospects of any particular employee or applicant.
- **Don't ENGAGE IN NEPOTISM.** (I.e., as a public official, do not hire, promote or advocate the hiring or promotion of relatives within your agency.)
- **Don't THREATEN OR RETALIATE** against employees or applicants who exercise their appeal rights or who disclose "whistleblower" information to an agency Inspector General or the Special Counsel, or Executive Order - in other channels.
- **Don't DISCRIMINATE** based on personal conduct that is not adverse to the job performance of the employee, applicant, or others.
- **Don't VIOLATE** or recommend violation of a veterans' preference requirement.
- **Don't VIOLATE** any law, rule, or regulation that implements or directly concerns the Merit system principles.